

CORRECTIONAL OASIS

BECAUSE ALL ROADS GO BACK TO STAFF WELLNESS

VOLUME: 22

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FROM THE DIRECTOR'S DESK

Correctional staff—from top administrators to line staff working the often-overlooked morning watch (night shift)—need encouraging news. They need to know that someone genuinely cares, beyond the bottom line. They need to feel seen and valued for the essential work they do. They need advocates who will speak up on their behalf. Most of all, they need to know that real solutions exist—measures and interventions that can improve the working and living conditions in our jails and prisons.

In this issue of the *Correctional Oasis*, we offer thoughts and experiences that aim to meet these needs, even in small but meaningful ways.

If you find this material helpful, please share it with others. Administrators, consider posting it on your agency's intranet or forwarding it to all your staff. Every bit of encouragement and every helpful tool matters.

Committed to your wellbeing,

Caterina Spinaris



Prison Reform Requires More Than Cameras

By Caterina Spinaris, PhD, LPC

In 2025, the New York State legislature passed the [Prison Reform Omnibus Bill \(S8415/A8871\)](#), mandating surveillance cameras in all correctional facilities—a necessary but far from sufficient step in the increase of accountability and transparency of prison operations. Cameras merely record events. Their presence may deter some instances of criminal conduct by staff against incarcerated individuals, but it cannot get to the root of malfunctioning workforce cultures and criminal choices.

For meaningful prison reform we need to get to the root of the problem. We need changes of the “heart”—staff’s values and core beliefs. From these motives, thoughts, intentions, and choices emerge—whether healthy or unhealthy. For humane environments that facilitate rehabilitation, we need staff capable of self-control, sound problem-solving, empathy, and compassion. Otherwise staff’s attitudes create environments that betray or even overturn the intent of policies. The state of staff’s hearts determines if a smile and a supportive attitude replace a smirk or snark—or not. For staff to be able to operate in healthy ways, they need to be healthy themselves.

Having spent the past 25+ years—22 of which full-time as the founder and Executive Director of the nonprofit [Desert Waters Correctional Outreach](#)—studying, treating, and training thousands of correctional staff regarding mental health and overall wellness, my experience is that the majority enter the profession eager to make a positive difference. What happens to some over time to cause them to descend to the depths of deadly criminal choices regarding incarcerated individuals?

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The unraveling of a person's mental health and/or moral code does not happen overnight or in a vacuum; it tends to be a gradual decay. I have named this deterioration **Corrections Fatigue** to describe cumulative negative changes in staff's personality, health, and functioning, and the workforce culture due to undealt-with occupational stressors. Corrections Fatigue captures the combination of traumatization, burnout, and moral injury. Studies provide incontrovertible **evidence** that correctional staff are exposed to extreme rates of potentially traumatic stressors (such as violence, injury, or death), as well as operational stressors (such as mandatory overtime), and organizational stressors (such as conflict with other staff).

They endure these stressors regularly, while tasked with maintaining safety and security, and while expected to exhibit impeccable self-control. Working mandatory overtime must be highlighted because of the sleep deficits it creates. Sufficient sleep daily is a biological necessity, not a luxury. Staff are mandated to work double or triple shifts several times weekly, with shattering consequences on **health** and **functioning** and the disruption of personal and family life. They end up operating as under the **influence**. How would the public react if corrections administrators ordered staff to only allow incarcerated individuals to sleep 2-4 hours daily? In detention settings, this would be considered **torture**.

Moreover, staff are typically provided with little preventative training regarding resilience skills, and few if any resources or organizational support. Unsurprisingly, they may get "stuck" in fear and anger, leading to hypervigilance, overreactions, and explosive outbursts. Symptoms of disorders such as **PTSD and Major Depressive Disorder** abound. **Substance abuse** becomes the preferred coping mechanism. And staff build "soul calluses"—emotional numbing and indifference—to shield themselves from the horror, grief, and suffering around them, and so they can return to work the next day—and again and again, for 30 years or more, doing "their time" right along with the incarcerated.

Given these stressors in the context of relative absence of resilience skills, healthy workforce cultures, and adequate recovery time, it is no surprise that staff eventually succumb and "break," both individually and collectively as a culture. When that happens, preoccupation with their own survival, the desire for punishment and revenge, and a strong "us against them" mindset prevail. Suicides occur. Murders occur. Cameras cannot fix that. Prison reform cannot occur in such settings. We can't build a house on a rotted foundation.

I am not making excuses for criminal conduct. Crimes committed by staff must be prosecuted. Instead of recognizing the staff's unraveling, however, we stop at demonizing them when they cross red lines. No effort is made to understand and help try to prevent future deterioration and damage. We expect corrections staff to remain professional and to deliver "by the book," no matter what their state of mind, overall wellbeing, and working conditions may be. The truth however is that corrections staff are not invulnerable robots. They too are victims of crime. They are human beings with limits, with breaking points. We may retort, "It's their job. They get paid for this. They're trained to deal with this." No amount of training can effectively prepare someone for the sheer volume and intensity of what corrections staff encounter on the job—and repeatedly so, for years on end, all while being biologically undermined by chronic sleep deficits and both acute and chronic stress.

When dealing with incarcerated individuals, even in cases of heinous crimes, we try to understand what led them to make criminal choices—their history, circumstances, context. We do that so we can help people heal and be rehabilitated. Grace is extended to them. Why can't we do the same for corrections staff? The ultimate goal would be harm prevention or reduction—to themselves and those they manage; recovery from physical and psychological injuries; and the promotion of true professionalism—so we can attain true prison reform.

The **corrections environment is very sick**, and whoever comes in contact with it gets infected to some degree. Neither the incarcerated individuals nor the staff designed this system. Yet they are now in it, and they and their loved ones are paying a heavy price for that. This is why we desperately need prison reform. The **Norwegian Prison System** was at a similar crossroad in the 1950s. For the last several decades they have been making the necessary sacrifices and investments, and today they are regarded as the role model for successful correctional practices.

“Norway’s prison system may be different, but it’s clearly effective in terms of crime reduction, economic impact, and rehabilitation....Prisoners in Norway lose their liberty, but they don’t lose their humanity and dignity”.

(First Step Alliance, 2022)

To pour a new and solid foundation, the following key pieces must be put in place, at minimum:

- Recognition, acknowledgment, and validation by administrators and legislators of staff's toxic, inhumane work conditions. Staff need consistent evidence that they have the support and understanding of their employer.
- Data-driven, comprehensive, "wholistic," and corrections-specific wellness [programming](#). Such [programs](#) cost much less than equipment such as cameras; than lawsuits brought against the agency for staff's criminal conduct; overtime pay due to short-staffing; or onboarding new hires.
- Advanced-level staff training on emotional intelligence interpersonal and self-regulation skills.
- Investing in the building of healthy workforce cultures.
- Prioritizing the [improvement](#) of work conditions.
- Destigmatizing seeking mental health and other types of assistance.
- Involving families both to support staff and to receive support themselves. Toxic effects of work on home life affect staff's performance and even retention. And helping correctional families is just the right thing to do, as they essentially become "collateral damage."

In conclusion, the needs and rights of incarcerated individuals and staff must be equally embraced, with staff wellness being a priority—without cutting corners. **There can be no prison reform without staff wellness, and there can be no staff wellness without prison reform.** A house can't stand for long on a damaged foundation. We need to repair the corrections foundation—the staff—and maintain it if corrections systems are to stand.



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The Impact of the Course “From Corrections Fatigue to Fulfillment™” in a Correctional Institution

By Justin Stevens

When I first sat down in the [From Corrections Fatigue to Fulfillment \(CF2F\)](#) course, I did not know what to expect. I was a willing participant, but not because I knew what to expect. I had worked out a deal to attend. I would become a CF2F trainer if I could attend the next tactical training. As I sat in class I did not know what Staff Wellness was or what Corrections Fatigue was. After listening and learning I realized many things but most importantly I knew Corrections Fatigue—after all, I’d unknowingly lived with it most of my career.

Upon returning to my institution, I could see that CF2F was taking off in popularity. The same realizations I had were the same happening to the 1400 staff at the institution. Officers, Supervisors, medical staff, and plant ops—all were coming to the realization that the work stressors we endure, regardless of job title or rank, affect us in a negative way. In my department, the training of CF2F was mandatory annually. We taught it for two years and **the impact was significant**. Staff frequently asked to attend the class earlier because they did not want to wait. Staff would frequently stay after class to talk with trainers about their “fatigue”.

Following implementation, there was anecdotal evidence that CF2F aided in the reduction of violence and uses of force. Now let me caution that, generally speaking, a one-time training does not “fix” anything. When something improves, there is usually more than one factor at play. That was the case here too. My institution had an administration that supported staff and staff wellness. We also had strong buy-in to rehabilitation programs coupled with strong security practices, which increased staff safety. After two years of teaching CF2F, our incidents of violence and use of force went from a high of 500-700 incidents a year to less than 200. Now, I am not naïve to the fact that this was a perfect mix for our institution. We had staff buy-in, administrative buy-in and support, and we had inmate programs which aided in their desire to self-improve.

However, after COVID, our institution went through changes. The administration changed, as they always do. A new warden brought their security focused mindset, which was more of a “Sir, yes Sir” atmosphere than one of staff wellness and support. Also, CF2F was discontinued resulting in no staff wellness courses being offered. We reverted back to the days of old, and our incidents of violence and uses of force began to rise. Within two years, we were climbing back into the 400-500 range again.

I have looked at why this occurred, and again, I do not have hard data—but I do have anecdotal evidence, but more importantly I was living it as well. Staff at my institution had felt valued just by having a course made for them. It wasn’t a reactionary lawsuit-driven training, liability-avoidance training, or a training reiterating policy. CF2F was a training like no other. It taught us what we were going through, put a name to it, and gave us tools to begin to heal and succeed.

I would venture to say that as staff feel better or healthier, their professionalism also increased. To this point, here’s a personal example. For years I was a Use of Force instructor. I saw red and green, black or white—meaning that if policy said I could use force, I would.

As I started to find positive coping strategies and began to heal from my own Corrections Fatigue, my natural instinct was no longer “red light-green light” in terms of use of force. It became red, yellow, and green. I began taking the time to look at the whole picture. The result became clearer decision making and a longer fuse.

CF2F is not a magic pill or a “one and done” training. CF2F is a great foundational training to jump start staff wellness at your institution. It’s a great annual refresher to ensure staff stay focused on fulfillment. It’s a great building block to a wellness program aimed at staff’s physical and mental health. If you are reading this and are still focused on return on investment, think of the money saved with reduced liability, especially for illegal use of force caused by staff’s short fuse or their lack of awareness of corrections fatigue and its impact.

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Playing Offense and Defense: The True ROI of Correctional Staff Wellness

By Stephanie Rawlings, MSc

When I was leading a large staff wellness program for a corrections agency, one of our most important strategic decisions was to shift from reactive interventions to preventative care. Responding to critical incidents was indeed essential—but it couldn't be the *only* focus. If we wanted to implement CISM and peer support in alignment with best practices, we needed resilience-building tools on the front end. We had to play both offense and defense.

That wasn't just a wellness decision—it was a leadership one.

And of course, everyone wants data. Hard numbers. Especially when you're making the case to budget decision-makers who are trying to stretch every dollar. Return on Investment (ROI) is always part of the conversation, particularly when you're dealing with taxpayer funds, oversight, and elections. But here's the hard truth: some of the impact of wellness programs is difficult—if not impossible—to measure in isolation.

The Retention Question

Over the past few years, I've been asked repeatedly to draw a direct line between wellness curriculum and employee retention. The reality? That's a messy, multifactorial equation. People leave jobs for a thousand reasons—salary, leadership, relocation, work hours, family, burnout, trauma, or a combination of them all.

If you're going to talk retention seriously, it must include both organizational and operational practices—and the emotional aftermath of working in trauma-laden environments. Retention doesn't live in a vacuum. It certainly doesn't hinge on a single program or workshop. That's why Desert Waters' training programs and free resources are best used as part of a holistic, systemic approach to staff wellness.

Still, while we may struggle to produce tidy spreadsheets filled with metrics, I want to use the rest of this article to highlight the kind of ROI that doesn't always show up in data dashboards—but changes lives.

One Manual, One Marriage

I remember one CF2F class distinctly. We taught Fatigue on day one and Fulfillment on day two—a format that gave staff more space to absorb and reflect. One participant didn't come back for the second day. I followed up and found out he'd called in.

Weeks later, I received an email from that same officer. He told me he hadn't expected to engage with the class at all—he was just looking for a day away from the facility. But the material hit him hard. He began to see himself in the stories, the symptoms, and the strain.

When he got home that night, he sat down with his CF2F Participant Manual and shared it with his wife. Their relationship had been in trouble, and for the first time, they had an honest, vulnerable conversation about the toll the job had taken on him—and on them. That conversation lasted through the night, into the next morning, and became the reason he missed day two.

He credited the course with saving his marriage. He also asked if he could make up the second day.

And this trend continued, with other staff reporting the impact CF2F had on their becoming able to finally open up to family members about their experiences at work—so much so that DWCO created our family course, *Corrections Family Wellness™* from feedback like this from around the country.

Baggage Doesn't Stay at the Gate

I can hear some skeptics now: *"That's a nice story, but what about the other 11,387 staff members? What's the ROI there?"*

Let's go deeper. Because personal wellness isn't just personal—it affects the entire team. Emotional baggage doesn't get checked at the gate. It walks in with us. Just like too much baggage makes a plane unsafe, unchecked Corrections Fatigue weighs down the entire team.



**When one person is struggling,
the impact ripples outward.**

Workplace Grudges and the Power of Forgiveness

One section of CF2F covers forgiveness as a pathway to fulfillment. To be honest, I didn't give it much weight at first. Forgiveness seemed like something you'd find in inmate programs—not staff development. We're a brotherhood, right?

But the more I taught, the more I realized: corrections workplaces are full of old grudges. I called them “facility grudges”—those personal conflicts that spill out into work culture, dragging other staff into awkward alliances or silent hostilities. I experienced it myself as a rookie. I was literally briefed on who hated whom from day one and I was expected to pick sides.

One day, a CF2F instructor called me, expressing a concern. Two individuals who were *notorious arch enemies* were both on her class roster. Staff would scatter when they crossed paths to avoid the tension.

After day two—the day we discuss forgiveness—she called again. She'd just seen those two shake hands in the parking lot leaving the course.

Psychological Safety Is A Survival Tool

In corrections, trusting the right people is everything—not just the trust that someone will have your back physically, but the deeper trust that they'll stand by you when the job starts to wear you down emotionally. Psychological safety can't exist without that trust. That's why acting with integrity and earning the trust of your peers isn't just admirable—it's essential for survival.

A toxic workplace doesn't just make the job harder—it makes it dangerous. The correctional environment is already challenging, which makes psychological safety even harder to achieve and even more critical.

Psychological safety, trust, and empathy are some of the Fulfillment concepts addressed in CF2F. These can be explored further through small group exercises where staff identify challenges within their sphere of influence and collaborate on practical solutions or ways to apply these concepts in their daily work.

The ROI That Really Matters

Yes, I understand the need for hard data. Every administrator wants KPIs, metrics, and justification for funding. But true ROI in wellness isn't just numbers—it's people. It's lives.

It's marriages saved. It's suicides prevented. It's teammates shaking hands after years of hostility. It's officers sleeping through the night again. It's a workforce that shows up whole. **That's the ROI we should be measuring.**

Stories about CF2F

By an Anonymous Corrections Professional

At the beginning while I was attending the CF2F instructor's course (From Corrections Fatigue to Fulfillment) I was a skeptic and did not believe CF2F would ever succeed with our staff. Though I believed the material was pure at the core and hit the mark as to what we go through in this environment, I did not think there was any way in the world our officers would ever be open to participating, as we are a hardcore group in general.

That being said, as my training partner and I discussed how we were going to present the material, we truly saw the value in the material and wanted to succeed. Though I can't lie, I did not see it going over well. Well, we were quickly proven wrong.

Within the three days following teaching our first class, we had 6 officers between us in our office sharing with us their stories and asking for references for various services and help. We were amazed and at a loss as to how receptive our officers were to the topic. As the year went on, that became a regular occurrence. I honestly can't give an exact number of the staff that came into our office sharing their stories or asking for guidance or numbers as to how many staff we helped. However, I can say without question that we have officers with us today and families still have husbands and fathers as a direct result of what the team at Desert Waters has done.

Here are two stories that stick out the most to me.

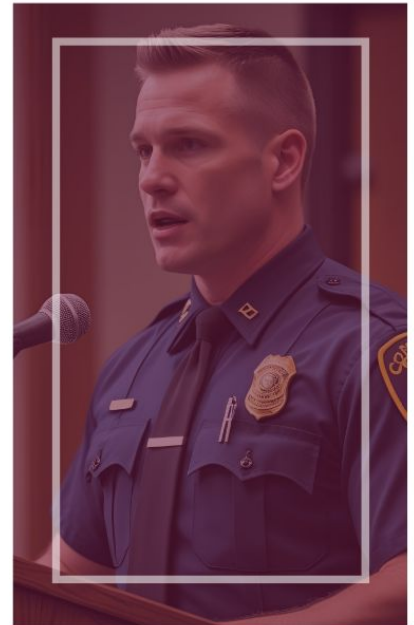
Story 1

One night around 23:30 I was woken up to my personal phone ringing. It was an officer who had worked for me when I was a Lieutenant on a facility, and he had just been through CF2F a couple of weeks earlier. He was sobbing to the point that I could barely understand him. He told me his wife had left him that night and taken his kids, and didn't see a reason to continue. In his rambling the officer went on and recalled an event that had occurred while he worked for me.

As many of our incidents are in a maximum security prison, this one was a violent incident that resulted in some of our officers being hurt. He told me that as he responded to the incident what he saw caused him to freeze up, and as a result he believed his partner was hurt because he hesitated. He went on to say that he never told anyone, and that incident had been haunting him since that night, causing him to withdraw from his friends and partners and ultimately his family.

Story 1 Continued...

He repeatedly asked for my forgiveness for letting me down when it mattered most. During the conversation he told me the only reason he called me was he thought about the CF2F class and what we talked about and knew he needed help, and wanted to know if he could have the references to the helplines we provided during the training. Ultimately before the night was over we were able to get a Peer Support team out to him and help him through the night. We got him connected with our Employee Assistance Program and a counselor. I am happy to say that today he has come out the other side and is doing great. He was able to restore his family and has gotten the help he needs to cope with the hard-nosed reality this environment throws at us.



The next story is not my experience but one from another instructor we had. I do not know who the officer was. We shared our experiences, but not the specific details, so that we would not jeopardize our staff.

Story 2

One night one of our new instructors who had just begun teaching CF2F received a call at home. It was from an officer that had just gone through the class the instructor had taught. The officer was clearly drunk and agitated. The officer asked the instructor if he believed the stuff he was teaching in the CF2F class, and the instructor replied that he did and that is why he taught the course. The officer went on to tell the instructor that his rubber band broke (an illustration used during CF2F), and he couldn't do this anymore. The officer went on to tell the instructor the only reason he called him was because he had gone through the class and the instructor was his last hope.

During the call, the officer ended up hanging up on the instructor. The instructor made several attempts to contact him with no success. The instructor knew the officer didn't live too far from him, and decided to go over to the officer's house. When he arrived, the officer was sitting in the garage with a mostly empty bottle of whiskey and a loaded gun on the table next to him. The instructor asked him what he was doing with the gun. To no surprise, the officer responded, "I was planning on using it tonight." Thankfully in the end the instructor was able to get peer support out there and get the officer the help he needed. The last update I had was the officer was doing good and has since retired, to my understanding.

Best Practice Recommended for the “From Corrections Fatigue to Fulfillment” CF2F Instructor Training Program

By Stephanie Rawlings, MSc

As agencies nationwide increasingly prioritize workforce well-being and operational sustainability, many are choosing to implement *From Corrections Fatigue to Fulfillment*[™] (CF2F)—an award-winning and highly impactful foundational course offered by Desert Waters Correctional Outreach (DWCO). When introducing CF2F for the first time—especially as part of a broader, strategic wellness initiative—it is strongly recommended that the instructor training be delivered **in person** instead of virtually.

CF2F contains high levels of emotionally resonant and interpersonal content. The course explores themes such as trauma exposure, cumulative fatigue, moral injury, and relational dynamics within corrections culture. These are not just informational topics—they are deeply felt experiences among staff. Delivering the CF2F Instructor Training in person allows for richer, more intentional facilitation and provides space for authentic discussion, peer reflection, and guided processing that, in our experience, cannot be replicated as effectively in a virtual format.

Delivering the CF2F Instructor Training in person allows for richer, more intentional facilitation and provides space for authentic discussion, peer reflection, and guided processing...



As agency instructors are preparing to teach this material to their own staff, it is even more critical they first **experience it live and in person**. Learning virtually but then delivering in person can create a disconnect—not just in style, but in depth of understanding. An in-person learning environment better equips instructors to hold the emotional space needed for others, model engagement, and prepare for questions and reactions that may arise when teaching CF2F within their own agency.

Additionally, **hosting Desert Waters Master Instructors and Subject Matter Experts on-site during at least initial CF2F Instructor Trainings brings tremendous added value** that extends far beyond the classroom. Often, during informal moments—breaks, lunches, or social time—staff take the opportunity to speak candidly with DWCO Master Instructors about their agency’s unique needs. This results in organic but important conversations that yield feedback on operations, wellness policy needs and drafts, peer support strategies, and the design of wellness documentation, such as intake forms, staff engagement tools, and crisis response protocols.

These “less measurable” benefits—trust-building, real-time consultation, and the tailored guidance that arise from in-person presence—are integral to the success of CF2F and broader agency wellness efforts. When properly delivered, **CF2F is more than just a training—it is a transformative experience** that sets the tone for the organization and actively shapes its culture. Delivering it with care, intention, and face-to-face engagement is the best practice to ensure it has lasting impact.

For agencies ready to take the next step in embedding wellness into their operational culture, beginning with CF2F delivered in person by DWCO Master Instructors is a strategic, evidence-informed move that sets the tone for long-term success.



“
**CF2F is more than
just a training—it
is a transformative
experience...**
”

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What Instructors Are Saying

"Useful for myself but will be very useful for new hires to try to prevent fatigue, or if it does happen, some ways to bounce back from it." – Corr. Sgt.

Finding Purpose in My Career

By James Hayes, Correctional Professional

My outlook about my career changed after I could do something for myself, my peers, and coworkers on a professional level as well as on a personal level—which I'd been doing for years inadvertently. Now that role that I had been performing unofficially has a title: *Staff Wellness Personnel* and **From Corrections Fatigue to Fulfillment** (CF2F) Instructor. After becoming involved with Desert Waters Correctional Outreach, their team, and their material, I felt an immediate sense of meaning, finding a purpose in my career which led to fulfillment in this career that I didn't even know I needed.

Fast forward five years and the many CF2F classes which I have been fortunate to present, and learn from myself, I am a face and a name for staff wellness with Corrections. My title is one I take very seriously and am proud to carry. In this position of Staff Wellness Personnel and CF2F Instructor, people trust you, lean on you, and confide in you. This is to be taken seriously and with the utmost confidence. To be able to do this for a long time one has to maintain a healthy balance between confidentiality, professionalism, and openness. When presenting CF2F to a fresh class of new faces, I get the opportunity to meet new people, hear new stories, and live vicariously through their words and experiences. I feel with them, and I have my own experiences to share and provide feedback. We engage in a way the civilian world would wince at—and that's only the subject matter, not including our reactions or responses to situations. As the PowerPoint continues and we roll through the course, our conversations are ongoing. The class material speaks for itself - I'm just the lucky guy who gets to present it in a way that it gets processed, and the key to that is being GENUINE.

For example, in one instance, a correctional officer was struggling with many aspects of their job, and their bubble was burst. After learning this material delivered with genuine sincerity, their outlook was changed, and they have a new light for their career. The appreciation and gratitude of the attendees proves this course is based on fact and that it works. I'm fortunate to pass it along. The feeling the attendees get from the course is something I also feel while presenting this material to them.

Another course we offer is **Correctional Family Wellness: For Adult Family Members** (CFW-F), where we present similar material to the family members of correctional employees. This is a platform for me to relay the trials and troubles of operating in an environment as harsh and ugly as ours while adapting to the continual changes of policy, dealing with our individuals, and all that comes with human interactions.

I get to be the link for our career-to-family communication. Simply put, we as correctional professionals don't open too easily to our families, and this is a great opportunity to share with them what our career entails. When conducting the class, I'm in awe at the number of questions received and how interested participants are. Coming from me as an instructor, the material removes a degree of fear and threat our loved ones may be experiencing, and doing that is an absolutely fulfilling opportunity for me. I can't describe the amount of joy it brings me to be able to inform the families and see the degree of interest they have in this material! WOW, just WOW! I'm so lucky to be able to do this and maybe help save a correctional professional's career or family! I love what I do!

After class we reflect with one another, and to see the material radiating out of them, hear them talk about it and be open and share is incredibly rewarding. I'm the lucky one—I just gained a friend and connection at another facility, someone I can trust and communicate with when the next "big event" happens.

This role is 100% satisfying, as interacting with my coworkers on this level is something that career dreams are made of. The immense joy I experience from truly helping and sharing knowledge with my extended work family, and maybe saving a career, a marriage, or even a life is immeasurable! This! This right here is why CF2F and Desert Waters Correctional Outreach changed my life for the better by giving deeper meaning to my career. Every day that I get to be involved with staff wellness/CF2F is a day for personal improvement and learning. In my book, that's a day not worked, but spent with friends and family. They say if you enjoy what you do for a living, you'll never work a day in your life; and this has been my experience with CF2F and staff wellness. Every day I am living the life—being present, educating, taking care of each other, and moving forward to grow our team. This role does not involve any competition because the goal is for everyone to succeed!

These skills are also applied in the civilian world, with real people struggling, including my friends, family, and strangers who just want to vent and are seeing the world a little foggy. I help clear the mist for them to see what is important, real, and what we can control and what we cannot control. I help them gain awareness of where they are focusing their attention, so they can ask themselves if it is where it needs to be. CF2F is the real deal, it has given me purpose and excitement for the days to come, and the discipline to use the ABCs of self-care taught in the course. I share this with everyone I can. We are all in this together. We get one chance, one life, so why not make it your best? I AM.

IN MEMORIAM

Never Forgotten

Joshua Lemont Byrd

Parole Agent

California Department of Corrections and Rehabilitation

Line of Duty death

Jeremiah Corbett

Correctional Officer

Colorado Department of Corrections

Adrian Gallegos

Correctional Officer

Colorado Department of Corrections

Shaun Sauls

Correctional Officer

Washington Department of Corrections



BACK TO TOP

QUOTE

of the month

“What you do makes a difference,
and you have to decide what kind of
difference you want to make.”

Jane Goodall



MEET THE CORRECTIONAL OASIS TEAM



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**Content
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& Layout**

Mission

Improving the wellbeing of corrections and other public safety professionals through training, consulting, and other essential resources to foster resilience, mental health, and overall wellness in these challenging professions.

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We are a 501(c)(3) nonprofit organization dedicated to enhancing the well-being of corrections staff and other public safety professionals, and to also assist their families. Contributions by individuals like you enable us to offer some services at no cost, and to keep our products affordable for agencies. Consider joining us in our mission by making a [**tax-deductible donation**](#) today. Thank you for your support!

Desert Waters Correctional Outreach is a non-profit corporation which helps correctional and other public safety agencies counter Corrections Fatigue in their staff by cultivating a healthier workplace climate and a more engaged workforce through targeted skill-based training and research.

